NOORDA COLLEGE
of OSTEOPATHIC MEDICINE

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Responsible Executive:	Dean
Responsible Office(s):	Dean's Office
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Faculty Development Policy

Mission Statement

Noorda-COM is committed to fostering a community of educators who work collaboratively, innovate continuously, and demonstrate intellectual curiosity that drives continuous professional development.

The goals of the faculty development program at Noorda-COM are:
1. Teaching improvement and sharing of best practices to foster a community of practice within the college with faculty as peer trainers.
2. Leadership and management skills development with a mentorship program to support individual faculty to achieve their academic and career development goals as medical educators.
3. Building research capacity and advancing scientific inquiry in basis science, clinical medicine, and medical education research.
4. Support continuous innovation and organizational change at the Noorda-COM.

These are intended to foster an organizational environment in which faculty feel empowered to continually work toward improved educational scholarship. This process will help improve the skills of the faculty with a focus on student learners to fulfill the Noorda-COM mission. Faculty development will maximize each student's potential to provide outstanding and compassionate patient care and to achieve excellence within the healthcare field.

The key areas of Noorda-COM's faculty development program are as follows:
1. Curriculum design and development
2. Effective teaching and student assessment
3. Leadership skills
4. Student advising and mentorship
5. Research skills and scholarly activity
6. Community service
7. Professional portfolio development and promotion

Professional Development Activities

The department of Academic Affairs is charged with facilitating faculty development. An annual faculty development needs assessment will support and inform continuous quality improvements that is in keeping with the Noorda-COM mission. Activities will include continuing medical education, with CME credits when applicable. Rank and promotion of all faculty are tied to their participation in both required and elective professional development elements.

The faculty development program will employ a variety of activities to achieve these ends.

Noorda-COM Faculty Development Online Modules (self-paced, includes required and elective modules)
Available online to permanent and voluntary faculty both on- and off-campus at no cost to the faculty member. This online repository will contain teaching and educational research materials to support faculty at Noorda-COM including handouts on teaching and educational research, videos of faculty best teaching practices, recordings of faculty development workshops and webinars, links to educational resources and online workshops. Resources will be continuously updated as more recent materials become available. Noorda-COM Faculty are welcome to propose resources they would like included or developed.

Lunch and Learn Program
A bi-weekly lunch and learn session will be hosted every other Friday. The topics for these sessions will be determined by faculty request. Speakers will be invited to present by Academic affairs either on campus or virtually.

Noorda-COM Teaching Scholars' Program
All Noorda-COM faculty are eligible to participate in the program which will involve the use of Teaching Squares of groups of four faculty. This program will provide faculty an opportunity to gain new insight into their teaching through a non-evaluative process of reciprocal observation and self-reflection.

Noorda-COM Faculty Development Series of Workshops and Webinars
A series of faculty development workshops and webinars are scheduled throughout the academic year. The webinar and workshop topics are determined by faculty specific teaching needs on an annual basis. Academic Affairs will announce the series at the beginning of each academic year.

Noorda-COM Mentoring Program
Academic affairs will work with department chairs to implement a formal mentoring program for faculty with peer mentors. New hires will be automatically enrolled in the program with additional requests sent annually.

Consultations on Student Evaluations
Department chairs with support from Academic affairs will set up individualized consultations for faculty on student evaluations. The goal is to provide help and support interpreting results,

identifying strengths and weaknesses, offering suggestions for improvement and planning changes in teaching practices.

Noorda-COM Educational Leadership Seminars
These regularly scheduled plenary sessions and workshops are a medium for developing leadership and managing knowledge, skills, and attitudes

Noorda-COM Research Scholars Program
The purpose of this program is to introduce participants to conducting research in medical education, basic science, or clinical medicine and provide continuing support for their research efforts at Noorda-COM. This program will include training in formulating research questions, research design, and research ethics and compliance training.

Noorda-COM Research Mentoring Program
This program will provide training to support faculty in their role as docents that mentor students in research. The goal to establish a culture of student-driven research and scholarly activity within the research houses at Noorda-COM in which faculty participate as effective mentors.

EdTech Workshops
In addition to faculty development modules, scheduled workshops to support faculty implementation of education technology will be scheduled.

Annual Faculty Retreat
Noorda-COM will host an annual faculty retreat for faculty. This will provide an opportunity to share insights from the community of practice, discuss educational initiatives and plans for the academic year. Noorda-COM leadership will present the faculty body with a state of the college and engage faculty involvement. Teaching and research awards will be given and recognized.

Individual Education Scholarship and Grant Consultations
The goal is to assist faculty with turning their daily educational activities or research into scholarly work that produces new knowledge and materials that are peer-reviewed and disseminated, connect them with potential research collaborators in the community and provide assistance for IRB and grants submission process.

Noorda-COM Library Faculty Support
The library offers many resources and services to support Noorda-COM faculty, including tailored workshops at faculty request for information resources and bibliographic management software needed to support research and teaching, mediated search services and inter-library loan for document delivery and link faculty to electronic journals, books and databases.

Medical Education Literature Alerts
Participating faculty receive monthly email updates on recently published articles in medical education literature. Faculty members may opt to receive citations on one or more topics of interest. This provides an opportunity to stay current on new publications in medical education.

Licensure Support
Noorda-COM will provide monetary support for state medical licenses and controlled substance licenses for all full-time clinical faculty.

Membership Academic or Medical Societies.
Noorda-COM will provide each faculty member with a budget to support their membership dues at academic and medical societies of their choosing.

Conferences and Continuing Medical Education
Noorda-COM faculty will have dedicated budget for travel and conference registration to support their professional development

Simulation Facilitator Course
Noorda-COM faculty involved in simulation as an instructional methodology will have an opportunity to enroll in the Simulation Facilitator course provided by Intermountain' s interprofessional continuing education. Noorda-COM faculty will be better prepared to implement Simulation as a strategy to improve patient care and clinical outcomes in all patient populations. During this intense three-day course, attendees will learn to write objectives and create, run, and debrief scenarios immersed both as learners and as facilitators. Didactic content includes Simulation history, philosophy, methods, and adult-learning theory that all aim to show the value that using simulation can achieve.

Community Programs and Events
These provide an opportunity to build and foster relationships with local communities. In addition to scheduled events, faculty will be invited to submit their recommendations. Faculty may also submit programs and events in which they participated, especially in a leadership capacity, for consideration and inclusion in their formal professional portfolio.

Assessment

Academic Affairs will develop a needs assessment based on:
- Faculty questionnaire
- Department chair surveys
- Student feedback
- Program Evaluation and Assessment

Faculty development is essential for renewing and assisting faculty to maintain teaching effectiveness and adapt to innovations.

The program effectiveness will be assessed by:
- Participation rates
- Faculty post-activity questionnaires (net-promoter scoring)
- Proportion of faculty who incorporate insights gleaned from program activities and/or shared insights with colleagues
- Impact on educational outcomes and student evaluations (when applicable)